

Building a diverse and inclusive culture is central to Pod Point culture, and gender parity is a key plank in that strategy. We have made some good progress in 2021/2022 through our recruitment, and also by developing the internal career progression of our current female team.



Equal pay for equal work across male and female employees has always been central to our beliefs, and we are confident that we have sufficient review processes in place to make this happen. However the gender pay gap challenge we face, is about ensuring that we have more females in senior roles. This means encouraging more females into our company, and it means focusing on their development and internal progression into more senior positions. This is a key plank in our diversity and inclusion strategy which more widely looks to encourage more diversity across, not just gender, but ethnicity, age, religion and sexual orientation. It is only by attracting and promoting a wide diversity of employees into senior roles, that we can ensure our business decisions and our customer-facing products and services are fully representative.

## Progress in 2021/2022

Last year we made some good progress on most of the key metrics for measuring the difference between male and female pay in the company.

Total gender pay gap is the difference between the average hourly earnings of our company's male and female employees. It is measured using two different metrics, the mean and median.

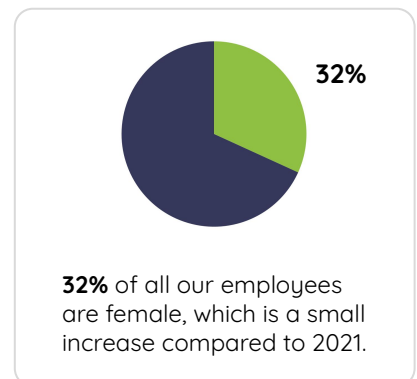
The mean is calculated by adding up all the wages and dividing by the number of employees in the company. The median is the middle number if all employees wages are lined up from smallest to largest.

### Hourly Pay Gap

When comparing median hourly pay at a total company level, our female employees earn **97.5p for every £1** earned by male employees. That means our median pay gap has reduced from **14.4% in 2021** to just **2.5% in 2022**. We are really proud that we have managed to reduce this median pay gap measure by 83% this year. A 2.5% pay gap is substantially lower than the UK average of 9.71%.

We have also made good progress on our mean gender pay gap, which has reduced by **24% from 16.8% in 2021** to **12.8% in 2022**. We are conscious that the mean pay gap is primarily affected by salaries of senior executives, so we will continue to focus on increasing the diversity of our senior team.

● Women ● Men



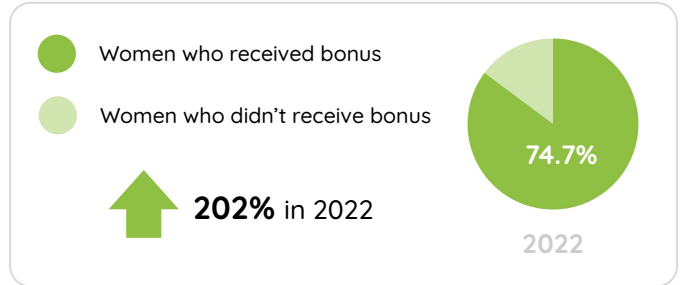
### Median Pay Gap



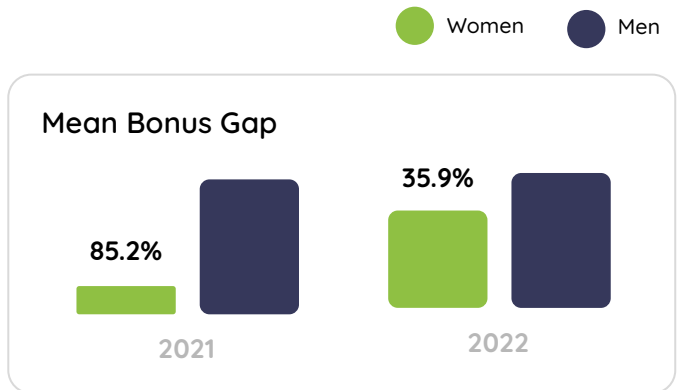
## Bonus Pay Gap

The second part of the gender pay gap is the bonus element of salary, where we have also made good progress.

Of our overall team, **74.7%** of our female employees received a bonus payment vs only **24.7%** the previous year. This was due to a tenure based bonus payment for all employees when the company listed on the stock exchange. We do not expect this to remain constant next year.



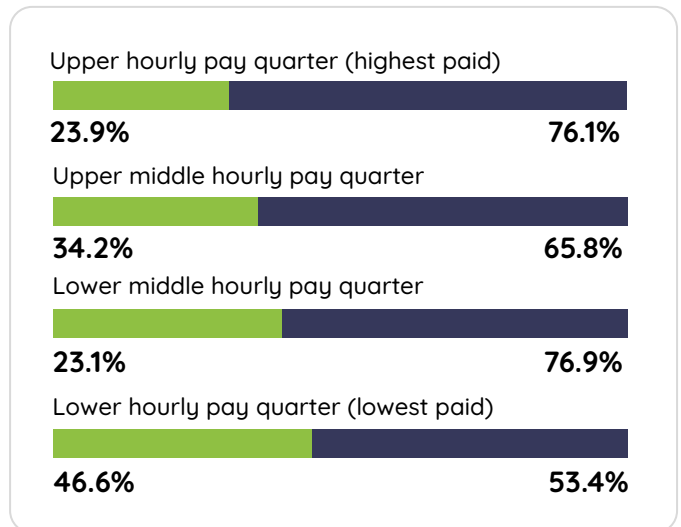
The one-off tenure bonus for the IPO also impacted our mean and median bonus pay gap this year. Our mean bonus gap reduced from **85.2%** to **35.9%** but the median bonus pay gap increased from **26%** to **33%** as more female employees had lower tenures and subsequently smaller bonuses.



## Percentage of Women in each Pay Quarter

This is a really important measure for Pod Point as it focuses on the key challenge for our business, which is to ensure we increase the diversity of our senior leaders. Using salary paid in 2021/2022, we divide up our total employee base into four equal parts (quartiles), we can then see the gender pay gap between the four different salary groupings.

Through 2021/2022 we have increased the % of females in both the upper and upper middle quartiles. This is a factor of recruiting more female senior leaders, but also promotions within the company. This has led to a 25% decrease in the lower middle quartile and a 25% increase in the upper middle quartile.

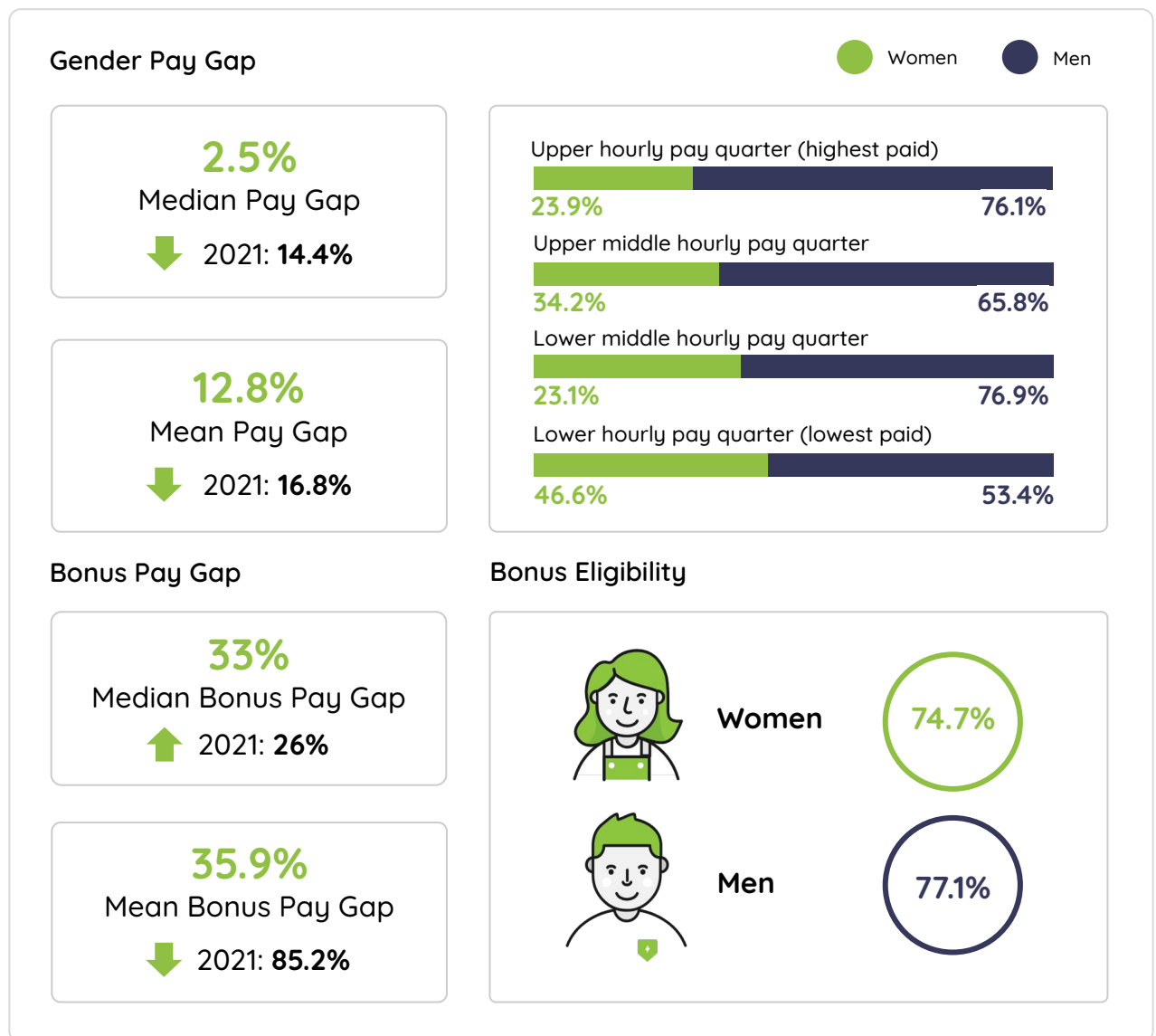


We have recruited more females into entry roles in the company to increase our overall female diversity ratio, and our plan is then to develop this group through to more senior roles. This means our % of females in the lower quartile has increased by 8%, but we see this as a way to bring larger numbers of females into the company and then to progress them to more senior positions.

## 2022/2023 Focus

Our focus for 2023 is to review our internal policies and benefits to see how we can attract more females into senior roles in the company and help our current female team progress within the company, through different phases in their own lives. We will be running focus groups this year to better understand how we can provide further support, offering more flexibility and family-friendly benefits to encourage attraction and retention of our amazing female Talent.

## 2021/2022 Key Metrics



I confirm that the information and data provided is accurate and in line with mandatory requirements.

Erik Fairbairn, CEO

This report is prepared for Pod Point Limited and excludes the Group Executive Directors, as they are employees of Pod Point Group Holdings plc. The report is based on snapshot data as of 5 April 2022.